

Charter
Department of Defense Wage Committee

1. Committee's Official Designation: The committee will be known as the Department of Defense Wage Committee ("the Committee").
2. Authority: The Secretary of Defense, pursuant to 5 C.F.R. § 532.227(a), as directed by 5 U.S.C. § 5343(c), and in accordance with the Federal Advisory Committee Act (FACA) of 1972 (5 U.S.C., Appendix, as amended) and 41 C.F.R. § 102-3.50(c), established this discretionary Committee.
3. Objectives and Scope of Activities: The Committee shall provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund wage areas, as set out in paragraph 4 below.
4. Description of Duties: The Committee, as directed by 5 C.F.R. §§ 532.209, 532.227 and 532.243 and the Office of Personnel Management Operating Manual, Federal Wage System, Appropriated and Non-Appropriated Funds, S3-2 Agency Level, provides the Secretary of Defense or the Deputy Secretary of Defense, through the Under Secretary of Defense for Personnel and Readiness (USD(P&R)), independent advice and recommendations on all matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund wage areas of blue-collar employees within the Department of Defense (DoD).
 - a. The Committee considers and makes recommendations to the DoD on any matter involved in developing specifications for a wage survey on which the DoD proposes not to accept the recommendations of a local wage survey committee and any matters on which a minority report has been filed;
 - b. Upon completion of a wage survey, the Committee considers the survey data, the local wage survey committee's report and recommendations, and the statistical analyses and proposed pay schedules derived from them, as well as any other data or recommendations pertinent to the survey, and recommends wage schedules to the pay-fixing authority; and
 - c. A majority of the Committee constitutes a decision and recommendation of the Committee, but a member of the minority may file a report with the Committee's recommendations.
5. Agency or Official to Whom the Committee Reports: The Committee reports to the Secretary of Defense and/or the Deputy Secretary of Defense, through the USD(P&R). The USD(P&R), or designated representative, pursuant to DoD policy, may act upon the Committee's advice and recommendations.
6. Support: The DoD, through the Office of the USD(P&R) and the Defense Human Resources Activity, Civilian Personnel Management Service, Wage and Salary Division, shall support the Committee and shall ensure compliance with requirements of the FACA, the Government in the Sunshine Act of 1976 (5 U.S.C. § 552b, as amended) ("the Sunshine Act"), governing Federal statutes and regulations, and established DoD policies and procedures.

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7. Estimated Annual Operating Costs and Staff Years: The estimated annual operating cost, to include travel, meetings, and contract support, is approximately \$36,000.00. The estimated annual personnel cost to the DoD is 0.3 full-time equivalents.
8. Designated Federal Officer: The Committee's Designated Federal Officer (DFO), pursuant to DoD policy, shall be a full-time or permanent part-time DoD employee designated in accordance with DoD policies and procedures.

The Committee's DFO is required to be in attendance at all meetings of the Committee for the entire duration of each and every meeting. However, in the absence of the Committee's DFO, a properly approved Alternate DFO duly designated to the Committee according to established DoD policies and procedures, must attend the entire duration of all of the Committee meetings.

The DFO, or the Alternate DFO, calls all Committee meetings; prepares and approves all meeting agendas; and adjourns any meeting when the DFO, or the Alternate DFO, determines adjournment to be in the public interest or required by governing regulations or DoD policies and procedures.

9. Estimated Number and Frequency of Meetings: The Committee meets at the call of the Committee's DFO, in consultation with the Committee's Chair. The estimated number of Committee meetings is twenty-six per year.
10. Duration: The need for this advisory function is on a continuing basis; however, this charter is subject to renewal every two years.
11. Termination: The Committee shall terminate upon rescission of 5 U.S.C. § 5343(c) and 5 C.F.R. § 532.227.
12. Membership and Designation: The Committee, pursuant to 5 C.F.R. § 532.227, is composed of five members, a chair and four additional members. One member shall be designated by each of the two labor organizations having the largest number of wage employees covered by exclusive recognition in the DoD. The other two members will have management backgrounds.

The appointment of the Committee members will be authorized by the Secretary of Defense or the Deputy Secretary of Defense and administratively certified by the USD(P&R), as the Sponsor, for a term of service of one-to-two years, with annual renewals, in accordance with DoD policies and procedures. Members of the Committee, who are not full-time or permanent part-time Federal officers or employees and who provide their own best independent judgment based on their individual expertise and on behalf of the Federal government, must be appointed as experts or consultants pursuant to 5 U.S.C. § 3109 to serve as special government employee (SGE) members. Those who are full-time or permanent

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part-time Federal officers or employees must be appointed pursuant to 41 C.F.R. § 102-3.130(a) to serve as regular government employee (RGE) members. Those who are not full-time or permanent part-time Federal officers or employees and are selected for the purpose of obtaining the point of view or perspective of an outside interest group or stakeholder interest must be appointed pursuant to 41 C.F.R. § 102-3.130(a) to serve as representative members.

Consistent with Deputy Secretary of Defense policy, the USD(P&R) may appoint the Committee's Chair from among the membership previously approved according to DoD policies and procedures and in doing so, shall determine the term of service for the Committee's Chair, which shall not exceed the member's approved term of service.

SGE and RGE members of the Panel are appointed to provide advice on the basis of their best judgment without representing any particular points of view and in a manner that is free from conflict of interest.

Except for reimbursement of official Committee-related travel and per diem, Committee members serve without compensation.

13. Subcommittees: The DoD has determined that subcommittees will not be authorized for this Committee.
14. Recordkeeping: The records of the Committee shall be handled in accordance with General Records Schedule 6.2, Federal Advisory Committee Records, or other approved agency records disposition schedule, as well as the appropriate DoD policies and procedures. These records will be available for public inspection and copying, subject to the Freedom of Information Act of 1966 (5 U.S.C. § 552, as amended).
15. Filing Date: December 7, 2016